

Section 1

SCHOHARIE COUNTY
REQUEST FOR PROPOSAL
FOR

**EVALUATION OF SCHOHARIE COUNTY POLICIES AND
PROCEDURES AND PAST PRACTICES RELATING TO
HANDLING OF UNLAWFUL DISCRIMINATION, HARASSMENT
AND/OR INTIMIDATION IN THE WORKPLACE**

Any requests and proposals shall be sent to:

Karen Miller, Clerk of the Schoharie County Board of Supervisors

Schoharie County Office Building

P.O. Box 429, 284 Main Street, 3rd Floor, Room 365

Schoharie, New York 12157

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Request for Proposals

Proposals for Evaluation of Schoharie County Policies and Procedures and past practices relating to handling of unlawful discrimination, harassment and/or intimidation in the workplace will be received by the Clerk of the Schoharie County Board of Supervisors, Schoharie County Office Building, P.O. Box 429, 284 Main Street, 3rd Floor, Room 365, Schoharie, New York 12157 on or before **4:00 P.M., Friday, July 6, 2012.**

Copies of the Request for Proposals and scope of work may be obtained from Clerk of the Board of Supervisors at the above address, or by calling 518-295-8347. The County of Schoharie, a tax exempt municipality, reserves the right to reject any and all proposals.

Contract
Subsequent to the award, the successful law firm will be required to execute a standard Schoharie County contract prior to the performance of any work or payment received. The contract will commence on the day of execution and expire at the end of the period stated in contract.

Purpose

The Schoharie County Board of Supervisors is currently seeking proposals from a qualified Law Firm with proven capacity and experience in the handling of matters relating to discrimination, harassment and intimidation in the workplace. The Law Firm must have significant experience in labor relations and in the evaluation and assistance of large organizations and governmental agencies whose employees are represented by unions. In addition, Law Firm must have significant experience in evaluating, developing and assisting in implementation of policies and procedures to remediate any deficiencies found during the evaluation process.

The purpose of the RFP is obtain the services of a Law Firm to evaluate the (current state of affairs) and relationship, pertaining to prior reported or unreported acts of discrimination, harassment and/or intimidation in the workplace, which may exist within the framework of County Government between members of the Board of Supervisors and/or Department Heads, whether they be elected or appointed officials, with both current employees and employees who departed county service commencing during 2009, as well as with outside agencies or municipalities that deal with the County and its officers. This evaluation is intended to result in a detailed analysis and report to be provided to the Schoharie County Board of Supervisors specifically identifying:

1. Specific employee complaints against specific Supervisors and/or Department Heads, whether elected or appointed, alleging prior acts of discrimination, harassment and/or intimidation in the workplace;
2. Specific Supervisor and/or Department Head complaints against specific Supervisors and/or Department Heads, whether elected or appointed, alleging prior acts of discrimination, harassment and/or intimidation in the workplace; and
3. Specific outside agency or "outside municipality" complaints against specific Supervisors and/or Department Heads, whether elected or appointed, alleging prior acts of discrimination, harassment and/or intimidation in the workplace.

In the event that the evaluation shall result in finding that there are prior reported or unreported acts of discrimination, harassment and/or intimidation in the workplace, then such detailed analysis and report shall further provide recommendations for remediation, to include but not be limited to the following:

1. Amendment to portions of current Policies and Procedures Manual relating to Discrimination in the Work Place and Harassment;
2. Amendment to portions of current Ethics Policy;
3. Mandatory education and training in the work place for both Employers and Employees; and
4. Return to work place of any employees found to have been improperly targeted for dismissal.

Background Information/Philosophy

The County of Schoharie is committed to maintaining a healthy work environment free of unlawful discrimination, harassment and intimidation, and will not tolerate any such actions against employees by coworkers, patients, vendors, clients, guests, suppliers or any other persons including supervisors and/or department heads whether they be elected or appointed officials. The County of Schoharie will not tolerate discrimination, harassment or intimidation of any kind by anyone.

The County of Schoharie prohibits all forms of discrimination and harassment, which includes any unwelcome conduct, whether verbal, physical, or visual, that is based upon a person's race, color, religion, national origin, age, disability and marital status, as well as based upon a person's sexual orientation, genetic predisposition, military status, domestic violence victim status or any other basis which may not be specifically set forth in the County Policies and Procedures Manual, but yet which is protected by federal, state or local law. Such conduct is unlawful and prohibited whenever it affects tangible job benefits, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive working environment.

The County of Schoharie, as part of its Policies and Procedures Manual, as amended from time to time, has in place specific policies and procedures relative to Discrimination in the Work Place and Harassment, which includes descriptions of improper conduct, complaint procedures and responsibilities of both employees and employer, all of which are more fully described in EXHIBIT A attached hereto.

The County of Schoharie encourages individuals who believe they are being discriminated against, harassed and/or intimidated to utilize the procedures in place as set forth in EXHIBIT A, which includes firmly and promptly notifying the offender that his or her behavior is unwelcome, documenting the unwelcome behavior, notifying Department Head or other designated County Official of the complaint so that individual may be protected, and so that appropriate investigative and disciplinary measures can be initiated. In addition, County employees have the ability to file grievances through their respective unions if Department Heads or designated County Officials fail to follow the procedures set forth in EXHIBIT A.

During the past several years, few if any complaints have been filed by employees alleging unlawful discrimination, harassment and/or intimidation by using the procedures set forth in EXHIBIT A. Further, during that same period of time, no grievances are known to have been filed with any of the respective unions alleging such unlawful discrimination, harassment and/or intimidation.

While procedures set forth in EXHIBIT A specifically forbid retaliation for filing of a complaint, the County recognizes that confrontation may be uncomfortable or even at times impossible, and that during the past several years employees may have refrained from filing complaints or grievances, based upon a perception that retaliation may occur. Further, during the 2012 Budget process, a number of layoffs were made to members of the County workforce, several of whom have questioned the propriety, motive behind and/or legality of particular layoffs made by the Board of Supervisors, and the input provided to the Supervisors by various department heads. As a result of these and other verbal complaints made to various members of the Board of Supervisors, a concern has been raised that a culture may exist whereby employees intentionally refrain from filing complaints against department heads, whether they be elected or appointed officials, which includes members of the Board of Supervisors for fear of loss of job or some other form of retaliation.

Statement of Need

In the performance of this project, the Law Firm will be expected to:

- Determine and define the scope of the evaluation process and the methodology to be used to obtain the results upon which a detailed analysis and report can be provided to the Board of Supervisors, i.e. survey or personal interview of each current employee; each employee who departed county service commencing during 2009; each member of the Board of Supervisors; each Department Head, whether elected or appoint; and each outside agency and municipality that deals with the County; and to evaluate budgetary issues involving the aforementioned layoffs that occurred during the 2012 Budget Process. It is estimated that interviews or surveys will need to be completed for 450-500 individuals.

- That during the course of such inquiry the Law Firm shall direct any questions or requests for guidance and direction relative to the conduct of such inquiry, jointly to Harold Vroman and Philip R. Skowfoe, Jr., respectively Chairman and Vice-Chairman of the Board of Supervisors, and to no other person.

- Complete the project and have final report to the Board of Supervisors no later than sixty (60) days from award of contract, provided however, reasonable extensions may be granted by joint action of the Chairman and Vice-Chairman of the Board of Supervisors.

Proposal Preparation and Submission

(Response Format and Organization)

A. NUMBER OF COPIES:

Offeror, hereinafter "Law Firm" must provide one (1) original and four (4) identical copies of their proposal to the location specified on or before the closing date and time for receipt of proposals. The original must be stamped "original" and contain original signatures on the necessary forms. All of the original proposals must be stamped "original". Original proposals must contain all of the required signatures from the Law Firm. The remaining sets should be copies of the originals.

B. LETTER OF TRANSMITTAL:

Each proposal received must include a letter of transmittal. Letter of transmittal **MUST:**

- a. Identify the submitting Law Firm;
- b. Identify the name, title, telephone and fax numbers, and e-mail address of the person authorized by the Law Firm to contractually obligate the Law Firm;
- c. Identify the name, title, telephone and fax numbers, and e-mail address of the person authorized to negotiate the contract on behalf of the Law Firm;
- d. Identify the names, titles, telephone and fax numbers, and e-mail addresses of persons to be contacted for clarification;
- e. Be signed by the person authorized to contractually obligate the Law Firm;
- f. Acknowledge receipt of any and all addenda to this RFP; and identify all sections of the proposal that the Law Firm claims contain "proprietary" or "confidential" information.

C. PROPOSAL CONTENTS:

To properly evaluate each Law Firm, the following materials and information should be submitted in each Law Firm's response:

- a. Background and experience of the Law Firm;
- b. A description of the Law Firm's approach and methodology;
- c. Biographies or resumes for each Attorney of the Law Firm to be involved;
- d. Management plan for the project;
- e. Demonstrated understanding of the project;
- f. References and contact information, to include list of Municipal clients within New York State including whether representation was Employer or Employee based;
- g. Fee Schedule: Submit a fee schedule showing hourly rates and an itemized list of all direct and indirect costs associated with the performance of this contract.

D. ORAL PRESENTATION:

Offeror, hereinafter "Law firm" who submits proposal in response to this RFP, may be required to give oral presentation and demonstration of their capabilities relating to their proposal to the Board of Supervisors. This will provide an opportunity for the Law Firm to clarify and or elaborate on the proposal but is in no way intended to change the original proposal. Oral presentations are an option left to the sole joint determination and discretion of the Chairman and Vice-Chairman of the Board of Supervisors. If oral presentations are to occur, the Clerk of the Board of Supervisors will schedule time and location of presentations. Therefore, proposal should be complete.

E. SPECIFIC REQUIREMENTS:

Offeror, hereinafter "Law firm", should be as thorough and detailed as possible so that Schoharie County may properly evaluate the Law Firm's capabilities to provide the service.

Reservation of County Rights

The County reserves the right to do the following at any time:

- a. Reject any or all proposal(s), without indicating any reason for such rejection;
- b. Waive or correct any minor or inadvertent defect, irregularity or technical error in a proposal or the RFP process, or as part of any subsequent contract negotiation;
- c. Request that Offeror supplement or modify all or certain aspects of their proposals or other documents or materials submitted;
- d. Terminate the RFP, and at its option, issue a new RFP;
- e. Extend a deadline specified in this RFP, including deadlines for accepting proposals;
- f. Negotiate with any or none of the Offerors;
- g. Modify in final agreement any terms and/or conditions described in this RFP;
- h. Terminate failed negotiations with a Offeror without liability, and negotiate with other Offerors;
- i. Disqualify any Offeror on the basis of a real or apparent conflict of interest, or evidence of collusion that is disclosed by the proposal or other data available to the County;
- j. Eliminate, reject or disqualify a proposal of any Offeror who is not a responsible Offeror or fails to submit a responsive offer as determined solely by the County;
- k. To accept all or a portion of an Offeror's proposal.

Evaluation and Award Criteria

Proposals will be evaluated jointly by the Chairman and Vice-Chairman of the Board of Supervisors, who are known as the Evaluation Committee. The expectation is that those proposals in the competitive range may be considered for contract award. Proposal should give clear, concise information in sufficient detail to allow for evaluation based on criteria listed below.

Selection shall be made of two or more Offerors deemed to be fully qualified and best suited among those submitted proposals on the basis of the evaluation factors included in the Request for Proposals, including price. Price shall be considered, but need not be the sole determining factor. After negotiations have been conducted with each Offeror so selected, the Evaluation Committee shall select the Offeror, which in its opinion has made the best proposal, and shall then request that the Board of Supervisors make such award. The County may cancel this Request for Proposals or reject proposals at any time prior to an award, and is not required to furnish a statement of the reasons why a particular proposal was deemed most advantageous. Should Schoharie County determine in writing and in its sole discretion that only one Offeror is fully qualified, or that one Offeror is clearly more qualified than the others under consideration, a contract may be negotiated and awarded to that Offeror. The award document will be a contract, incorporating by reference, all of the requirements, terms and conditions of the solicitation and the contractor's proposal as negotiated. The Offeror's proposal shall enable the Evaluation Committee to evaluate the responsiveness and quality of the proposal to each of the RFP requirements/criteria listed. Factors determining the best value include, but not limited to the following:

- Previous relevant and successful experience and qualifications.
- Proposed methodology, to wit: approach or method of undertaking or solving the problem.
- Management plan for the project and projected schedule for completion.
- Understanding of the project.
- Cost.

Office shall be maintained by and at the administrative office of the Schoharie County Sheriff, provided however, that the Personnel Officer shall be entitled to maintain the following records: Application Form 330; Report of Personnel Change Form 426; Request for Personnel Action Form; Medical, Physical and Agility Form; any other records required by law to be kept by the Personnel Officer.

REFERENCE: BOS, 1/28/99, Res. #21. BOS, 6/15/07, Res #64

4.9 – Job References

A County Department Head, Officer and/or Official is only authorized to release the following information concerning employees seeking job references: job titles, salary and dates of employment. All employees are required to refer any job-reference inquiries to their department head.

Any information given out in violation of this policy will subject an employee to disciplinary procedures.

4.10 – Discrimination in the Work Place

Any county employee who either witnesses or believes they have been subject to conduct by another county employee that qualifies as discrimination due to age, color, creed, disability, gender, marital status, national origin, race/sex origin or religion under federal or state law, shall promptly report said incident to the Personnel Officer, the relevant Department Head, or the County Board of Ethics.

Any other individual, whether employed by the county or not, who believes they have been discriminated against by a county government officer or employee due to their race, religion, age, marital status, gender, creed, color, national origin or disability should report the alleged discriminatory act to the County Personnel Officer, the relevant Department Head, or the County Board of Ethics.

If the problem is not resolved, the above-named individuals, after speaking with a potential complainant, shall forthwith inform the Personnel Committee and the County Attorney concerning the complaint.

4.11 – Harassment

I. Purpose

The purpose of this policy is to maintain a healthy work environment and to provide procedures for reporting, investigation and resolution of complaints of harassment based on race, religion, creed, sex, national origin, age or disability.

II. Discussion

It is the policy of the County of Schoharie that all employees have the right to work in an environment free of any harassment. The County does not condone, and will not tolerate, any harassment. Therefore, the County shall take direct and immediate action to prevent such behavior, and to remedy all reported instances of harassment.

III. Discussion –

Prohibited Activity: *Sexual Harassment* is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- a. Submission to such conduct is made either explicitly or implicitly a term or condition of employment;
- b. Submission to or rejection of such conduct by an employee is used as the basis for employment decisions affecting the employee or
- c. Such conduct has the purpose or effect of unreasonably interfering with an employee's work performance or creating an intimidating, hostile, or offensive working environment.

Other Harassment is defined as harassment on the basis of any other protected characteristic. Prohibited harassment is verbal or physical conduct that is offensive to or shows hostility or aversion toward an individual because of his/her race, color, religion, national origin, age, disability or marital status, and that:

- d. Has the purpose or effect of creating an intimidating, hostile or offensive work environment;

- e. Has the purpose or effect of creating an intimidating, hostile or offensive work environment;
- f. Otherwise adversely affects an individual's employment opportunities.

Harassing Conduct includes, but is not limited to: epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes and display or circulation in the workplace (including through e-mail) of written or graphic material that denigrates or shows hostility or aversion toward an individual or group, based on an individual's protected class.

Employee's Responsibilities: Each County Department Head, Officer, Official and/or Employee shall be responsible for preventing acts of harassment.

This responsibility includes:

- a. Monitoring the unit work environment for signs that harassment may be occurring;
- b. Educating and counseling all employees on the types of behavior prohibited, and the County procedures for reporting and resolving complaints of harassment;
- c. Stopping any observed acts that may be considered harassment, and taking appropriate steps to intervene, whether or not the involved employees are within his or her line of supervision; and
- d. Taking immediate action to limit the work contact between two employees where there has been a complaint of harassment, pending investigation.
- e. Each County Department Head, Officer and/or Official has the responsibility to assist any Employee of this County who comes to them with a complaint of harassment, in documenting and filing a complaint with the Personnel Officer and/or the County Attorney.
- f. Each Employee of the County is responsible for assisting in the preemption of harassment through the following acts:
 - 1. Refraining from participation in, or

encouragement of, actions that could be perceived as harassment;

- 2. Reporting acts of harassment to a Department Head, the County Attorney and/or the Personnel Officer;
- 3. Encouraging any employee, who confides that he or she is being harassed, to report these acts to a Department Head, the County Attorney and/or Personnel Officer.

Failure to take action to stop known harassment shall be grounds for discipline.

Complaint Procedures:

- 1. Employees' encountering harassment are encouraged and is recommended to tell the person that their actions are unwelcome and offensive. The employee shall document all incidents of harassment in order to provide the fullest basis for investigation.
- 2. Any employee who believes that he or she is being harassed shall report the incident(s) to his or her Department Head as soon as possible so that steps may be taken to protect the employee from further harassment, and appropriate investigative and disciplinary measures may be initiated. Where this is not practical, the employee may instead file a complaint with the Personnel Officer or the County Attorney.
- 3. The other person to whom a complaint is given shall meet with the employee and document the incidents complained of, the person(s) performing or participating in the harassment, and the dates on which it occurred.
- 4. The County Employee taking the complaint shall expeditiously deliver the complaint to the appropriate investigative authority.
- 5. The Department Head, Personnel Officer and/or the County Attorney

- shall be responsible for the investigation of any complaint alleging harassment.
6. The Investigator shall immediately notify the Prosecutor's Office if the complaint contains evidence of criminal activity, such as battery, rape or attempted rape.
 7. The Investigator shall include a determination whether other employees are being harassed by the person, and whether other County Employees participated in, or encourage the harassment.
 8. The Investigator shall inform the parties involved of the outcome of the investigation.
 9. A file of harassment complaints shall be maintained in a secure location by each of the above individuals. The Board of Supervisors shall be provided with an annual summary of these complaints.
 10. There shall be no retaliation against any employee, nor will the county tolerate any retaliation, for filing a harassment complaint, or assisting, testifying or participating in the investigation of such a complaint. Retaliation will be subject to discipline and deemed a violation of this policy.

Complainants or Employees accused of harassment may file an appeal to the Board of Supervisors when they disagree with the investigation or disposition of a harassment claim. This policy does not preclude any employee from filing a complaint or grievance with an appropriate outside agency.

Policy Violations:

- ✓ The filing of false reports will be deemed a violation of this policy.
- ✓ Violations of this policy will subject an employee to discipline, including, but not limited to, letters of reprimand, loss of pay, suspension, demotion, and/or termination.
- ✓ Individuals covered by the scope of this policy include any work related or sponsored events that occur off premises. REFERENCE: BOS, 10/18/03, Res. #91.

Section 2

Motion passed By Board
On 10-19-12

Attorneys involved in the investigations limit their interviews to current employees and former employees who have worked for the county since 2009.

If after completing the interviews with county employees, if the attorneys believe that there has been a history of abuse, harassment, or even violations of existing laws by one or more employees, the attorneys could expand their investigation wherever the path leads.

Section 3

Memorandum of Understanding

This agreement amends the provisions contained in Paragraph five (5) of the original contract Agreement submitted by Fitzmaurice & Walsh, LLP, ("the Firm"), which relates to documents and materials produced by the Firm in connection with services rendered under the Agreement, and will be appended as Exhibit C of the Agreement.

Paragraph five (5) is hereby amended to provide that, as to the questionnaires, issued by the Firm on October 5, 2012, completed and returned by Schoharie County's employees and Department Heads/Commissioners, as well as any recordings and written notes of interviews conducted by the Firm during the course of its inquiry, these items shall be and remain the property of the Firm and will not be turned over to the Board of Supervisors.

DATED this 12th day of October, 2012.

County of Schoharie

By: Harold Vroman

Harold Vroman, Chairman, Schoharie Board of Supervisors

By: Philip R. Skowfoe, Jr.

Philip R. Skowfoe, Jr., Vice-Chairman, Schoharie Board of Supervisors

Section 4

NOTES OF DECISIONS (1)

Estimate of district attorney

§ 353. Submission of estimates

McKinney's Consolidated Laws of New York Annotated County Law - 1 page, 2 pages

Article 7 Finance (Refs & Anns)

McKinney's County Law § 353

§ 353. Submission of estimates

1. The head of each administrative unit shall submit annually to the budget officer on or before the first day of October, an estimate of revenues and expenditures of such administrative unit for the ensuing fiscal year. The budget officer annually may require that such estimates be so submitted on or before a specified earlier date, provided that in no event shall such estimates be required to be submitted prior to the first day of September. The estimate for each administrative unit shall be subdivided according to units of organization and shall show the source of revenues and shall itemize the character and object of expenditures. Estimates shall be submitted in such form and shall contain such additional information as the budget officer shall prescribe.

2. The head of each authorized agency shall submit annually to the budget officer, on or before the date fixed by or pursuant to subdivision one of this section, a request for an appropriation for such authorized agency for the ensuing fiscal year. Requests shall be submitted in such form and shall contain such additional information as the budget officer shall prescribe.

3. The budget officer annually shall notify the head of each administrative unit and authorized agency in writing of (a) the date fixed by or pursuant to subdivision one of this section on or before which the estimate of revenues and expenditures or request for an appropriation, as the case may be, must be submitted, and (b) the form of, and information to be contained in, such estimate or request. Such notice shall be given not less than twenty days prior to such date.

4. In the event that the head of an administrative unit fails to submit an estimate by the date specified by or pursuant to subdivision one of this section, the budget officer forthwith shall prepare an estimate for such administrative unit.

Credits

(L.1950, c. 691.)

Notes of Decisions (1)

McKinney's County Law § 353, NY COUNTY § 353

Current through L.2012, chapters 1 to 504; L.2013, chapter 1.

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Section 5

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§ 354. Preparation and filing of tentative budget

McKinney's Consolidated Laws of New York Annotated County Law (McKinney's County Law)

Article 7. Finance (Refs & Annots)

McKinney's County Law § 354

§ 354. Preparation and filing of tentative budget

1. The budget officer, upon receipt of the estimates of the various administrative units and the requests for an appropriation of the several authorized agencies, shall proceed to make such review and investigation of such estimates and requests and conduct such hearings of heads of administrative units and authorized agencies, and officers and employees thereof, as he deems necessary. He may require the head of any administrative unit or authorized agency, or any officer or employee thereof, to furnish data and information and to answer inquiries pertinent to such review or investigation. Members of the committee of the board of supervisors designated or created to review the tentative budget shall be entitled to investigate and make inquiry concerning the estimate of any administrative unit or the request for an appropriation of any authorized agency. Such members shall be entitled to attend all hearings conducted by the budget officer pursuant to this subdivision. At least twenty-four hours' written notice of any such hearing shall be given to such members by the budget officer, either personally or by mail.

2. Upon the completion of the review and investigation of the estimates of the various administrative units and the requests for an appropriation of the several authorized agencies, the budget officer shall prepare a tentative budget, accompanied by a budget message where required pursuant to section three hundred seventy-four. He shall cause to be printed or otherwise reproduced such number of copies of such tentative budget and such budget message, if any, as the board of supervisors shall direct. The tentative budget and the budget message, if any, together with the copies thereof, shall be filed by the budget officer with the clerk of the board of supervisors not later than the fifteenth day of November.

3. The board of supervisors by action taken pursuant to section three hundred seventy-six may require that the budget officer file the tentative budget and budget message, if any, with the clerk of the board of supervisors on or before a specified date prior to the date prescribed in subdivision two of this section, provided that in no event shall such filing be required to be made prior to the first day of October. A local law adopted pursuant to this subdivision shall not become effective until August first next succeeding its adoption.

Credits

(L.1950, c. 691.)

McKinney's County Law § 354, NY COUNTY § 354

Current through L.2012, chapters 1 to 504; L.2013, chapter 1.

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Section 6

SCHOHARIE COUNTY BOARD OF SUPERVISORS
11th REGULAR MEETING
November 18, 2011

Call to order by Chairman Vroman at 10:05 a.m.

Roll call: Fourteen Supervisors present. Mr. Mann and Mr. Richards excused. County Attorney Michael West present.

The salute to the flag was done and Reverend Ferenczy gave the invocation.

Chairman Vroman opened the public hearing on the 2012 Tentative Budget.

Sheriff Desmond – How did the layoff list come about? Who made these decisions? A dispatcher being cut can affect 911 calls. It's in the news that the President is making a big push to hire Veterans. We have Veterans on our list of layoffs. I have been in touch with FEMA and they want us to provide security at the trailer staging area for six months. It would not cost the County anything, but we would be unable to do this if there were layoffs. I would like to meet within executive session to discuss layoffs.

Chairman Vroman – This is a proposed budget and layoff list. Nothing in concrete. The Finance Committee is meeting with department heads next week.

Mr. Singletary – The list has to be recognized as a list to conform to union rules because employees have to be given a 30 day notice.

Joe Connelly – There should be no Sheriff Department layoffs. The \$2 million that was given away for the water and sewer project should have been a referendum. \$100,000 in Health Department?

Tim Hardendorf – I know how it feels to sit in that seat. I respect everyone, it is a tough job. The budget officers did an excellent job. Whatever you decide will be because you think it is the best route. When working as an EMT, I want the guy down the road behind me to be a guy with a vested interest. Somewhere in the middle is what we will end up with and you will have my support.

Mr. Hardendorf told a story of a time when the county's road patrol was minimal and he had to help his neighbor who's child had passed away and there was no Deputy that could come for four hours. He also told of the tremendous help the Schoharie County Sheriff's investigator was when his nephew who was a truck driver, went missing in a different state.

Bill Federis – This is a difficult time and there are difficult decisions to make. ALS is my concern. The ALS function in the county does bring in revenue. If we outsource ALS, the outside agency will bill everyone in the County. I only counted 2-3 Supervisors/Managers on the layoff list. We need to consolidate management and keep the people delivering services.

Paul Morris – I am in support of the EMS Coordinators. Not talking money, talking lives.

Donna Dunston – I am a 911 dispatcher from another County. I have concerns for residents of Schoharie County. You supervisors need to sit in the 911 center or road patrol car to see what actually happens. Dispatchers are back-up to keep patrols safe. These are inhumane cuts. Look who is making the big difference in the County. Need to shave from the top.

William Lape – when things are tough, bad people rise to the occasion. Dispatchers and Road Deputies need to stay in place.

Bob Price – ALS service is an essential component of EMS. They allow us to know when we have a case of true emergency. EMS services are staffed by volunteers. Road Patrol is at a scene prior to us getting there. It is important for the safety of the EMS personnel and also to assist in domestic disputes. I support maintaining road patrol, EMS Coordinators and dispatch staff.

Jim Ryman – I am in support of everyone, but we cannot forget Corrections. It is mandated that you need a jail facility. Why are there so many cuts from Sheriff's Department?

Jim Sacket, District Attorney – As your District Attorney for the past 14 years, I am respectfully requesting that the Board of Supervisors reconsider the drastic cuts which are contemplated within the Schoharie County Sheriff's Office, that is, layoffs of 13 corrections officers and 7 road patrol deputies. I urge the Board to further analyze the types of services that County government provides and to reduce or eliminate those services which are not critical in meeting the needs of our citizens. Public safety affects and impacts all 32,000 residents of Schoharie County, and reducing law enforcement services will greatly diminish the quality of life in our beautiful county.

Regarding our corrections officers: at the present time our County jail is uninhabitable. However, that does not mean that our excellently trained and professional corrections officers have no duties. In the aftermath of Irene and Lee, and in all kinds of weather, they safeguarded our towns when most vulnerable, they manned roadblocks in highly stressful situations, they provided a visible deterrent to criminal activity, they secured County property, they walked foot patrols providing a sense of security to our communities and they tirelessly answered questions to the best of their abilities. They continue to perform many of these duties along with transporting prisoners, some of whom are charged with serious crimes, safely and securely to and from Albany to various court appearances. We owe these professionals our appreciation, not a layoff notice.

Regarding our road patrol deputies: as our economy has declined, crime has increased. The District Attorney's Office is busier than ever prosecuting arrests, particularly felonies. Some observations: embezzlement and larcenies have increased; as have mental health and juvenile emergencies; sexual assaults to children and women are common; many homes in our communities are vulnerable to burglars and looters; the elderly are increasingly victims of scammers and opportunists; domestic violence escalates during tough economic times. These

issues and others strain an already understaffed Sheriff's office. Every day these deputies lay their lives on the line to protect us, not knowing if they'll return to their families. They routinely respond to domestic incidents, encounter intoxicated individuals, have weapons pointed at them and endure verbal and physical abuse. Our road patrol deputies tirelessly pursue their duties, covering Schoharie County's 625 square miles, despite the fact that their pay scale is far less than their colleagues in law enforcement.

In closing, I wish to extend my sincerest gratitude to the brave men and women of the Schoharie County Sheriff's Office who serve us every day. During these trying times, reducing the staffing of the Sheriff's Office will seriously jeopardize the health, safety and welfare of the citizens of Schoharie County. Let me reiterate, public safety affects all of us. When any of us dial 911, we can be assured that our calls will be swiftly answered by professional dispatchers on state-of-the-art equipment. The question we need to ask ourselves is: will there be anyone to respond to what might be a life or death situation?

Bruce Baker – Health benefit buyout is \$173,000 which is equal to 1%. We have had six gun involved calls since Irene. Domestic calls are up to 3 to 4 per day. I don't mean to point to any one department, but we have a department with a \$975,000 budget that only transports kids from the college to Walmart.

Gene Milone – In view of the current economic state, the Route 7 corridor funds can be dealt with at a later date. We are still in a state of emergency and now is not the time to lay off.

Bill Cherry – For 14 years I served as Budget Officer and held the line on taxes with no layoffs and built a solid foundation. Through good and bad times, through tough economic times, and when we went through the recessions of 1996 and 2000, we maintained our workforce without layoffs. Our county is self-insured for unemployment. We will pay 100% in unemployment costs. The Board hired 12 to 14 new temporary employees in the past month. We need long range planning. Keep long-term employees in place and get back to solid ground.

Mr. Singletary – You have been a help for many years. Could you give us a budget with no layoffs and no tax increases?

Mr. Cherry – I suggest this: eliminate vacant positions. Do not layoff and I will assist you. It doesn't take a week, it takes years of trust and confidence. It can be done. Yes I will help and I/we will fix it. It cannot happen overnight.

Dave Houck – I support most everything I have heard today. I saw looting after the flood. Law enforcement has been essential and useful. Your sight is being blocked by fog. You need to think about what is coming down the road. EMS coordinators provide training to volunteers. Need the volunteers to provide services. Will ambulances disappear? Will the cuts create heal or incapacitation?

Bill Lebeau, Council 82 – The Sheriff is saying there is a possibility that when we call 911 and nobody is there to answer. Who will respond? I am aware this is a tentative budget. The Commission study done on November 7th concluded that the county requires a certain number of

individuals. I urge you to strongly reconsider these layoffs. As far as rebuilding the jail, I do not know where that is at, but it will pay for itself. It is an investment. You will have to start over in the future if you do layoffs now, as your current staff will not be there in the future. These people have already been trained.

Sandy Hardendorf – In EMT training we are taught scene safety. Road Patrol is a vital part of scene safety. Continue with training to keep up with skills. Keep us safe.

Earl Gaskill – Budget meetings never change. Cuts always hit the small salaried people in the county. There are too many Directors, Supervisors and Deputies. Combine departments.

Chairman Vroman – That is something that is under consideration.

Mr. Gaskill – If people came to the meetings regularly, you might not have the trouble you have today. It is time for the county to wake up and take care of themselves.

Karen Cuccinello – Andy is an EMS Coordinator. Andy is currently volunteering with search and rescue and he and the other Coordinators work many hours unpaid.

Chairman Vroman – We will keep the budget hearing open.

Correspondence is available for anyone wishing to see it.

Buildings & Purchases Committee – Mr. Shrederis

Motion #368 by Mr. Shrederis to approve the consultant agreements for Architect and Engineering services upon County Attorney Mike West's and Simmons Consulting approval. Seconded by Mr. VanGlad. Voice vote: carried.

Mr. Fagnani gave a report of the work being done at County Office Building:

- Testing of boilers
- Justin's Electric
- HVAC reducing down time
- Simplex fire alarm
- Sewer pumps damaged, not reliable
- Tim Rank coordinating cleaning
- Court official requesting ADA compliance
- Doug VanDeusen on track for November 18th
- Delta review of Blenheim Bridge restoration
- Fuel island – considering relocation. Temporary tanks were in place by November 11th
- Undersheriff – portable encoder on order
- DPW Bridge Barn and Sign Shop almost ready
- Flood evaluation survey done

Trying to move forward as fast as possible.

Chairman Vroman – National Grid caused a week long delay.

Privilege of the Floor: Bonnie Post – Project Hope

Introduced Deb Coyle, Project Manager - There are eight crisis councilors and two _____ on staff. They are putting together great programming for those affected by the flood. We are also covering Schenectady County in this FEMA grant. Looking to transition the program to Catholic Charities in Cobleskill. Support groups and educational programming is part of what we are doing. The program is progressing nicely. I have been told to expect an increase in domestic violence, etc. as time goes on.

Ms. Post – We have many contacts. People have been very receptive. Thank you for blessing this grant.

Extension, AG, Conservation Committee – Mr. Lape

Attended their annual meeting and dinner.

Highway Committee – Mr. VanGlad

Motion #369 by Mr. VanGlad to authorize the Chairman to sign consultant agreements for bridge and highway design with Mike West's and Simmons Consulting approval. Seconded by Mr. Shrederis.

Mr. Singletary – who is to pay for this?

Mr. VanGlad – FEMA pays 75%, State pays 12 ½% and County pays 12 ½%.

Roll call vote: Yes – 2460; No – 129, Mr. Singletary; Excused – 385, Mr. Mann and Mr. Richards. Carried.

Mr. VanGlad – Warnerville Cutoff is open.

Motion #370 made by Mr. VanGlad to approve the purchase of DPW software and maintenance. Seconded by Mr. Shrederis.

Mr. Brandow – What is the cost? We need to know.

Mr. Murray – Ben is to get back to us with an amount. It will allow them to pull up damage assessments, road information, bridges information, etc.

Mr. West – Will show materials for different sections.

Mr. Skowfoe – We are tight on money. We cannot afford this.

Chairman Vroman – we need more information. It may need to be done in stages.

Motion and second withdrawn. Sent back to committee.

Mr. Murray – DPW needs the engineer's computer up and running. Getting critical to be up and running.

Mr. Singletary – I agree with both Mr. Skowfoe and Mr. Murray. We do not want to hire anybody else, yet we need to get the computers up and running. I will speak to Mr. France to see if this can move forward.

Transportation Committee – Mr. VanGlad

Motion #371 by Mr. VanGlad to purchase a salt spreader for Public Transportation. Seconded by Mr. Shrederis.

Mr. Skowfoe – We don't have an extra one at Highway?

Mr. Shrederis – Not available.

Mr. Murray – Do we have any old unit with a sander to leave up there? Cobleskill Town can help, but cannot commit to help on a regular basis. Mainly on weekends as they do not want to pay overtime.

Roll call vote: Yes – 122, Mr. VanGlad; No – 2467; Excused – 385, Mr. Mann and Mr. Richards. Defeated.

Motion #372 by Mr. VanGlad to declare bus #32 surplus and put it up for auction with Auctions International. Seconded by Mr. Singletary.

Mr. Murray – Bus #30 might also be surplus.

Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

Motion #373 by Mr. VanGlad to provide free in-county Christmas shopping the week of December 12-16, 2011. Seconded by Mr. Murray.

Mr. Bradt – I am opposed.

Mrs. Campbell – Do we know if many people have used this service?

Mr. VanWormer – It has been very successful to support local business. Gets people to Cobleskill, but not limited. Ridership goes up. Sales tax rises.

Mr. Bradt – No way to calibrate those on bus as is a good week to shop.

Mr. VanGlad – It provides a happy moment. Let people ride.

Mrs. Campbell – I agree. Let people ride.

Mr. Barbic – What is the cost?

Mr. VanGlad - \$1 to ride.

Roll call vote: Yes – 1710; No – 879; Excused – 385, Mr. Mann and Mr. Richards. Carried.

Mr. Fagnani – DPW maintenance software is an ideal tool to help minimize time spent on billing, time reports, etc. It encompasses all parts of DPW. Need as during the flood the fuel facility was ruined. Modular out to use for fuel facility and add on roads, bridges, etc. Cost should be paid through FEMA (\$15,000) and then add-on.

Mr. Skowfoe – To put the gas system back in place?

Mr. Fagnani – Yes. Also includes fleet maintenance.

Mr. Skowfoe – We had insurance. Does FEMA pay over and above flood insurance? This makes a big difference.

Mr. Fagnani – We will apply through FEMA no matter what. It needs to be replaced.

Mr. VanGlad – This needs to go to committee. Do you have a timeframe?

Mr. Fagnani – There's been much discussion due to the location. We have a consultant working on it. Need time to make decision.

Mr. Singletary – I'm in favor to bring to 21st Century. It will save man hours. Will you need less employees?

Mr. Skowfoe – It would not eliminate employees. It will free them up to do other stuff. How are you currently handling fuel tracking?

Mr. Fagnani – We have a card system through Laraway's. One tank on site. Trying to get second. Have to do tracking by hand.

Historical, Planning, OFA, Promotional and Youth Committee – Mr. Murray

Ms. Reddick – Many people support the Youth Bureau. It is more important to have kids go and have mentors. Please consider not cutting their department. They do wonderful things.

Mr. Murray –

- Old Stone Fort – 3% increase in visitation for year.
- Youth – Has been a great year. Reached more youth than ever.
- Office For the Aging – influx of HEAP applications. Efforts to save, offering to share service in billing with Public Transportation.

- Planning – I Love NY money back in State budget, \$40,000 available for Schoharie County.
- \$105,000 in occupancy tax so far – one quarter to go.
- Expected layoff – occupancy tax board offered to fund one person in Promotion.
- Saratoga business professional offer to help pro bono.
- National Grid - \$6 million grant to small businesses damaged in flood. Applied for \$450,000 through Schoharie County.

Motion #374 by Mr. Murray to apply for Office of Community Renewal Grant funding from the Government Ag & Relief Fund. Seconded by Mr. VanGlad. Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

Law Enforcement Committee – Mr. Bradt

Motion #375 by Mr. Bradt for the Board of Supervisors to write a letter to the National Guard thanking them for their assistance during the flood. Seconded by Mr. VanGlad. Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

Motion #376 by Mr. Bradt to enter into the 2011 fiscal year of the Homeland Security Grant. Seconded by Mr. VanGlad. Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

Motion #377 by Mr. Bradt to allow the Sheriff's Department of apply for a 2011 Byrne JAG Equipment Grant in the amount of \$10,000 for equipment lost in the flood. No matching funds. Seconded by Mr. Murray. Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

Motion #378 by Mr. Bradt to apply for live scan DCJS grant for electronic finger printing. No matching funds. Seconded by Mr. VanGlad. Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

Motion #379 by Mr. Bradt to allow Probation to apply for a Byrne Grant so they can replace radio equipment that was lost in the flood. No matching funds. Seconded by Mr. Murray. Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

Discussion FEMA, security at staging area. Corrections Officers and deputies are to provide this service.

Chairman Vroman – Are they hiring them directly?

Mr. Skowfoe – Reimbursement to County. Need to know if it is 75% or 100%.

Mr. Bradt – Snowmobile patrol was denied in Finance Committee. May want to reconsider as it can affect sales tax dollars. One snowmobile was \$6,000. I would like to have the committee reconsider.

Sheriff Desmond – FEMA has several trailers at the staging area. Staging area is for all of NYS. FEMA is contracting with a private company currently. They will allow us to work 12 hours per

day, 7 days a week. Many people drive through the area. Would like to discuss what the contract would look like. Would have 2 people a shift working.

Motion #380 by Mr. Barbic to negotiate with FEMA and the Sheriff's Department for security at the staging area. Seconded by Mr. Skowfoe.

Mr. Bradt – 100% or 75% funding?

Sheriff Desmond – I gave FEMA payroll information. It looks favorable. Otherwise they will go with a company out of the area.

Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

Public Health Committee – Mr. Goblet – everything in the minutes.

Rules & Legislation/Elections Committee – Mr. Brandow – no meeting

Human Services/Veterans Committee – Mr. Lape – everything in the minutes.

Radio/Emergency Services Committee – Mr. VanWormer III

Motion #381 by Mr. VanWormer III to purchase a portable radio for \$800 to activate encoder to activate sirens. Seconded by Mr. Bradt.

Undersheriff Stevens – We should pursue funds through DEP. This will help to activate sirens if Communication is down.

Discussion of sirens and how a radio would help operate them.

Roll call vote: Yes: 2589; Excused: 385, Mr. Mann and Mr. Richards. Carried.

The Sheriff's Homeland Security Grant application includes the Fire Coordinator.

Flood Committee – Mr. VanGlad

- Peter Nichols – spoke on streams and what needs to be done.
- Dick Bovee – spoke on crest gates. They are fully operational. The county should be involved in protocol of operation. Need to discuss with DEP.
- Engineering staff – all engineers capable of handling project of this size.
- Meeting changed for November and December. See calendar. Discuss with NYPA re: cell tower service.
- Inspector to oversee contractors will be reporting to Dick Bovee.

Mr. Murray – We need to find out why extensometers failed. Need DEP to respond.

Mr. VanGlad – I will contact Dick Bovee. DEC permits to dig in stream. November 30th is the cutoff date for DEC permits to dig in the stream. There are a stack of permits waiting. I ask the Board to address with the Governor and DEC.

Motion #382 by Mr. VanGlad to have the Board of Supervisors discuss the November 30th cutoff date with Governor Cuomo and DEC. Seconded by Mr. Lape. Voice vote: carried. Excused: Mr. Mann and Mr. Lape.

Mr. Bradt – DEC is backed up. The county cannot wait. Let's proceed.

Mr. Murray – Fines are extensive. Stack of permits is getting bigger and time is getting shorter.

Mr. Singletary – Private individuals have applied as well and have not heard from DEC.

Mr. Gaskill – Has anyone asked NYC about dropping the dam level?

Mr. VanGlad – They cannot really drop the level until low level outlet is in place. Small streams feed in and the tunnel is not enough. They are running the siphons and the notch is open.

Finance Committee – Mr. Singletary

Ms. Troidl – Application for tax correction. Base of \$456.78 should be corrected to \$1,213.80. I would recommend.

Motion #383 by Mr. Singletary to approve the erroneous tax assessment in the Town of Conesville presented by Ms. Troidl. Seconded by Mr. Shrederis.
Roll call vote: Yes, 2589; Excused, 385, carried.

Mr. Singletary – The Director of Weights and Measures resigned. This position could be part-time. It is something that will be discussed in the future.

Discussion of following the process for hiring or reviewing persons recently interviewed in order to keep the department moving forward.

Mr. Skowfoe – The recent individual did not have the full scope of the job. Need to follow the process of advertising and interviewing.

Mr. VanWormer – It was advertised. We just went through the process. If other people are qualified why advertise again?

Mr. West – The position will be provisional pending test.

Mr. Barbic – It appears we do not know what the job description is. We need to follow process. It is not fair to pick someone that did not get the job.

Mr. Shrederis – Take it back to Personnel. May need to rewrite the job description.

Mr. Vroman – It is going back to committee.

Mr. Skowfoe – After committee review, go ahead and advertise. There is stuff that needs to be tested, even though a good job was done.

Mr. Singletary – I suspect we need to take Carl's advice and go back to committee and take some time to review. Ben Cooper from DPW had approval to buy a skid steer, but he brought it back to committee and it was rescinded. A request for snowmobiles by the Sheriff's office was also rejected. Can bring to committee of whole if desired.

Mr. Bradt – I feel it is very important. Sheriff patrols are important to the public.

Mr. Desmond – I spoke with a snowmobile club and they want to take the snowmobiles that were damaged in the flood and see if they can voluntarily repair them.

Motion #384 made by Mr. Singletary to approve spending up to \$800 in parts to recondition the two snowmobiles in the Sheriff's Department that were damaged in the flood. Seconded by Mr. VanGlad.

Mr. Skowfoe – Would a dealer participate with donations?

Mr. Desmond – I would rather have clubs use their contacts. Had estimates and presented them to Finance.

Ms. Campbell – I would say yes without the money attached.

Mr. Desmond – Insurance money did come back from the State.

Mr. Bradt – If they are willing to do the work they should be able to purchase parts. They can tell us what they need.

Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

Mr. Singletary – The Finance Committee is recommending to the Board that law enforcement patrols in Schoharie Village be discontinued at the end of November and that a letter be sent to the Village Mayor.

Mr. VanGlad – What was the cost per month?

Mr. Singletary – It was a service we were providing, but circumstances have changed.

Mr. Shrederis – Discussed overtime and that has been discontinued. This is being done with straight time.

Mr. VanWormer – Have we contacted the Village and received feedback?

Mr. Shrederis – Have spoken with the Mayor.

Mr. Desmond – I left a message with the Mayor. The overtime would be covered by FEMA under safety and security. We currently are not paying overtime.

Mr. Skowfoe – Does the village want to contract for coverage with the Sheriff's Department, similar to Middleburgh? The Village could claim with FEMA.

Mr. Desmond – Can do that, but if there are layoffs will not be able to.

Mr. Barbic – I call to question.

Voice vote: carried. No: Mr. VanWormer, Mr. Skowfoe and Mr. Shrederis. Excused: Mr. Mann and Mr. Richards.

Personnel Committee – Mr. Shrederis

Mr. Shrederis – DPW employees have a lot of vacation. If they all take it, they will be short handed, or they would like it to roll into next year.

Mr. West – Concerning the RFP issue for documents, I have had meetings with the current company. We need to do an RFP to see what our options are. Do not feel secure that FEMA would reimburse the current company.

Motion #385 made by Mr. VanGlad to put out an RFP for document restoration. Seconded by Mr. Shrederis. Voice vote: carried.

Recess for lunch until 1:15 P.M.

Call to order by Chairman Vroman at 1:45 P.M.

Roll call: 14 Supervisors present. 2 excused. County Attorney Mike West is present.

Mr. Singletary – Regarding employee health insurance from year to year. Need to update the copay for CDPHP so that it is the same (\$20) as NYSHIP. This will save us 3% on our insurance premium.

Mr. Skowfoe – The people using NYSHIP pay a higher premium.

Ms. Shaffer – It is very close. This will come from CDPHP.

Motion #386 made by Mr. Singletary to go with Option 2 on our CDPHP renewal. Seconded by Mr. Murray. Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

Ms. Warner – Last month it was approved to do an RFP for an After Action Plan. We received two (2) proposals. Cannon Design is the lowest bidder, as their bid includes travel and expenses. It also seems like a much more in depth report. Attorney West has reviewed. Simmons recovery

is willing to see if we can shift some expenses to a project worksheet. Shane may also be able to do through hazard mitigation. No definite answer, but it is important to also include towns, not just the county. There will be a detailed analysis for the county response. Third party is coming in to review what was done during the response and determine what was good and how we can improve.

Mr. Skowfoe – I have a problem with spending now. It needs to be stretched out beyond the immediate time frame.

Mr. Singletary – Part of the proposal is to seek funds to pay for. Need to look at the actions of NYPA and DEP.

Mr. Shrederis – Is there funding in the 2011 budget or are we looking at 2012?

Ms. Warner – I do not have \$23,000, but I am willing to zero out the lines I have.

Mr. VanWormer – Do you have some money?

Ms. Warner – Yes, some. I will look at my lines.

Mr. VanWormer – This is important as there are things that need to be changed.

Mr. Goblet – I would like a chance to review.

Mr. VanWormer – She does have part of the money in her budget and we are looking at other sources such as NYPA, DEP, grants, etc. Do not want to lose lives.

Mr. West – The further we get away from the event the harder it will be to do. Now it is fresh in everybody's mind.

Mr. Singletary – I suggest to go ahead and seek funds so we are ready to go ahead by the first of the year.

Mr. Skowfoe – I have no problem with doing this or going with recommendations as long as you find alternative funding.

Motion #387 by Mr. VanWormer to approve going with Cannon Design to do an After Action Plan to be paid with alternative funding. Seconded by Mr. VanGlad.

Mr. Barbic – Time is of the essence. She may come up with \$15,000.

Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

Ms. Warner – SBA deadline is December 15th. Letter from Emergency Management for residents having issues with FEMA.

Mr. Goblet – The Sheriff's Department and other departments have decided that the Personnel Department is the scapegoat for the proposed layoff list. The supervisors are the responsible party. These are proposed and we have not spoken with department heads yet.

Mr. Goblet read letter:

Some quick facts about these cuts that need to be brought to light:

- 1) **Dispatchers** – We would actually be adding a Part-time Dispatcher **NOT TAKING** anything away. If we have to cut the Road because we cannot cut Corrections then one of the Road Patrol deputies would go back to Dispatch and bump the least senior full-time position and we would keep that person as part-time.

So this FEAR that people are spreading out there is UNTRUE and not FAIR to the People.

- 2) **ROAD PATROL:** If we took all the proposed cuts again due to the size of Corrections with **NO JAIL** we would still have left: 2 Sergeants, 5 Deputies, 1 Investigator and 8 part-time deputies. Again we are not cutting the entire ROAD PATROL. There was a time in the 90's when there was no Road Patrol and then back at the end of 1996 we added our first 2nd shift Road Patrol employee and did not add a 2nd person till mid 1998. It was a lot of work but they made it work.
- 3) **CORRECTIONS/JAIL:** Technically we are losing 11 full-time positions. Leaving 23 FT's, 3 Sergeants and full-time Jail Administrator and 10 part-timers. And this is with **NO JAIL...**

Please also remember Jail timeframes: If we got cleared today to reuse the Jail we are looking at a year before we could be back in the building holding the inmates.

If we knew today that the Jail had to be rebuilt 2 years minimum to build that new jail at a cost of \$500,000 per bed (this is per Commissioner of Corrections) our insurance coverage on that building was only \$500,000 that covered one bed.

Lastly, we need to cut \$160,000 to get down 1%...I know some seem shocked by the list however, the Finance Committee, the Budget Officers have been saying before all this happened there are going to have to be layoffs. As for not giving more of a heads up? We found out ourselves that in order to have employees off of the 2012 payroll we have to have them off no later than 12/23. As per the contract we have to give the Union 30 days notice of any potential layoffs so Tuesday was it we had to give notice. We hoped to have done it during the meetings with Finance Committee. The contract and payroll did not allow us that time.

Mr. Skowfoe – I would like to address the statement that the full Board of Supervisors knew about this. I do not think the full Board was aware. Maybe the Personnel Committee was.

Motion #388 made by Mr. Skowfoe to divide up the cost for the Board of Supervisors picture between whoever is on it. Seconded by Mr. Singletary. Voice vote: carried. No: Mr. VanGlad. Excused: Mr. Mann and Mr. Richards.

RESOLUTION NO. 70

TITLE: AMENDING THE BUDGET AND TRANSFER OF FUNDS

OFFERED BY: Robert Mann Jr., Who moved its adoption.

SECONDED BY: Donald Brandow, Chairman Rules & Legislation Committee

RESOLVED, that the Schoharie County Treasurer is hereby authorized and directed to amend the 2011 Budget, and transfer the following amounts within said Budget:

CREATE NEW APPROPRIATION LINE:

A6410.1002 Marketing Specialist-G16

TRANSFER OF FUNDS:

<u>FROM</u>	<u>TO</u>	<u>AMOUNT</u>
A6420.1003 Marketing Specialist	A6410.1002 Marketing Specialist	\$16,092.00

Motion #389 made by Mr. Barbic to withdraw Resolution Number 70. Seconded by Mr. Skowfoe. Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

RESOLUTION NO. 90

TITLE: AMENDING THE BUDGET AND TRANSFER OF FUNDS

OFFERED BY: Daniel Singletary who moved its adoption.

SECONDED BY: Donald Brandow, Chairman Rules & Legislation Committee

RESOLVED, that the Schoharie County Treasurer is hereby authorized and directed to amend the 2011 Budget, and transfer the following amounts within said Budget:

<u>INCREASE REVENUE ACCOUNTS:</u>	<u>TO</u>
A3610 Social Service Administration	\$5,000.00
A3610 Social Service Administration	3,500.00
A2655 Minor Sales	27,500.00
DM 2655 Minor Sales	21,000.00
DM 2680 Insurance Recovery	10,000.00
D2655 Minor Sales	15,000.00

INCREASE APPROPRIATION ACCOUNTS:

	TO
A6010.4630 SNAP Program	\$5,000.00
A6010.4670 NY Connects Program	3,500.00
A3140.2412 Vehicle	27,500.00
DM5130.2503 Pickup	21,000.00
DM5130.1901 Overtime	10,000.00
D5110.1001 Labor	15,000.00

APPROPRIATION RESERVE:

A889.1006	\$7,115.00
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INCREASE APPROPRIATE ACCOUNT:

A3315.2911 Enforcement Equipment	\$7,115.00
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TRANSFER OF FUNDS:

FROM	TO	AMOUNT
A1325.4305 Printing	A1325.4303 Travel	\$ 338.00
A1362.4599 Repairs & Maintenance	A1325.4259 Title Searches	1,465.00
A6010.1306 Secretary to Commr.	A6010.1333 Social Welfare Examiner	2,423.00
A6119.4527 Institutional Placement	A6010.4615 Flexible Family Fund	50,000.00
A6119.4527 Institutional Placement	A6010.4718 Drug Testing	2,000.00
A6119.4527 Institutional Placement	A6101.4272 Client Health Insurance	4,000.00
A6119.4527 Institutional Placement	A6119.4526 Subsidized Adoption	20,000.00
A6119.4527 Institutional Placement	A6140.4646 Safety Net Program	45,000.00
A1620.4785 Flood Mitigation	A1620.4786 Temporary Office	240,000.00
A3630.2905 Response Equipment	A3630.4103 Gas and Oil	500.00
A3630.2915 Radio Equipment	A3630.4103 Gas and Oil	1,000.00
A3630.4100 Materials and Supplies	A3630.4103 Gas and Oil	1,500.00
A3630.4321 Training	A3630.4103 Gas and Oil	2,000.00
A3630.4509 Equipment Maintenance	A3630.4103 Gas and Oil	1,000.00
A3150.4269 Medical Services	A3170.4224 Inmate Boarding	30,000.00
A3150.1807 PT Deputy/Jail	A3150.1907 Shift Differential	4,000.00
A3150.1807 PT Deputy/Jail	A3150.1046 Deputy Sheriff	262.00
A3150.1807 PT Deputy/Jail	A1110.1801 Part-time	6,000.00
A3150.1807 PT Deputy/Jail	A1110.1901 Overtime	1,000.00
A3110.1007 Sheriff's Civil Clerk	A3110.1901 Overtime	10,000.00
A3150.4129 Non-food Kitchen	A3110.1901 Overtime	7,000.00
A3150.4199 Other Supplies	A3110.1901 Overtime	6,000.00
A3150.4104 Food Supplies	A3110.1902 Holiday Pay	4,000.00
A3150.1904 Overtime Cook	A3110.4112 DARE Materials	1,000.00

A3150.4105 Medical Supplies	A3020.1801 Part-time	2,000.00
A3150.4109 Publications	A3020.1901 Overtime	2,500.00
A3020.1905 Health Buyout	A3020.1906 Meal Allowance	400.00
A3021.4310 Cellular Phone Service	A3021.4306 Misc. Expense	100.00
D5110.4714 Line Stripping	D5110.4701 Fuel/Gas/Oil	20,000.00
D5110.4710 Surface Treat	D5110.1001 Labor	30,000.00
D5110.4714 Line Striping	D5110.1001 Labor	30,000.00
A1620.4539 Parking Lot Maint	A1620.1901 Overtime	20,000.00
A1620.4538 Parking Lot Striping	A1620.1901 Overtime	3,500.00
A4010.4110 Uniforms	A4010.4244 Physical Therapy	2,000.00
A4010.4123 Environmental Exp	A4010.4244 Physical Therapy	3,360.00
A4010.4303 Travel	A4010.4105 Medical Supplies	2,000.00
A6772.2205 Computer Equipment	A6772.4103 Gas and Oil	1,250.00
A6772.4240 Meals Contract	A6772.4129 Non-Food Kitchen Supply	1,000.00
A6772.4629 Caregiver/Respite	A6772.4239 Home Care Contract	11,000.00
A6772.4240 Meals Contract	A6772.4239 Home Care Contract	15,000.00
A4310.1002 Deputy Director	A4310.1003 Deputy Director	5,300.00
A4310.2224 Computer Equipment	A4252.2205 Computer Equipment	800.00
A4310.4599 Repairs & Maintenance	A4310.4321 Training and Education	500.00
A4310.4619 ICM-Adult	A4310.4620 ICM-Children	4,000.00
A1990.4298 Contingent Account	A1430.4101 Supplies	260.00
A1990.4298 Contingent Account	A1430.4208 Advertising	26.00
A1990.4298 Contingent Account	A1430.4215 Physicals	595.00
A1990.4298 Contingent Account	A1430.4673 Labor Legal	6,200.00
A1990.4298 Contingent Account	A1430.4717 Drug Tests	238.00
A6410.4244 Agency Contracts	A6410.4208 Advertising	2,330.00
A6410.4210 Tri-centennial	A6410.4208 Advertising	1,500.00
A6410.4203 Dues	A6410.4208 Advertising	100.00
A6410.4302 Postage	A6410.4208 Advertising	550.00
A6410.4303 Travel	A6410.4208 Advertising	300.00
A6410.4305 Printing	A6410.4208 Advertising	280.00
A6410.4513 Building Maintenance	A6410.4208 Advertising	650.00
A6410.4304 Brochure Distribution	A6410.4611 Tourism Maps	850.00
A6410.4303 Travel	A6410.4611 Tourism Maps	50.00
A8020.4308 Training and Education	A8020.4305 Printing	500.00
A1420.4306 Miscellaneous	A1420.4101 Supplies	86.00
A1420.4109 Law Publications	A1420.4101 Supplies	100.00
A1420.4202 Witness	A1420.4101 Supplies	200.00

Motion #390 made by Mr. Singletary and seconded by Mr. Murray to amend resolution 90 as follows:

Remove A1620.4785, Flood Mitigation;	A1620.4786, Temporary Office	\$240,000.00
Add:		
From A.1620.4785, Flood Mitigation	To A1620.4786, Temporary Office Expense	\$100,000.00
	To A.1620.4799, Reconstruction Costs	\$118,000.00

From A.3021.4112, Software To A.3021.2205, Computer Equipment \$400.00

Voice vote to amend Resolution 90: carried. Excused: Mr. Mann and Mr. Richards.

Voice vote on Resolution 90 as amended: carried. Excused: Mr. Mann and Mr. Richards.

RESOLUTION NO. 91

**TITLE: DECLARING DECEMBER 1, 2011 AS THE RELEVY DATE FOR
RETURNED UNPAID 2011-2012 SCHOOL TAXES**

OFFERED BY: Daniel Singletary, Who moved its adoption.

SECONDED BY: Donald Brandow, Member Rules & Legislation Committee

WHEREAS, under Section 1330 of the New York State Real Property Tax Law, at the expiration of the warrant for the collection of school taxes by the school collecting officer, there is a period during which property owners may remit their unpaid school taxes to the County Treasurer; and

WHEREAS, the law requires the county to relevy any and all unpaid school taxes onto the following year's town and county tax bill; and

WHEREAS, in order to include those unpaid school taxes on the January tax bill, a cut-off date for accepting payments of school taxes must be established; and

WHEREAS, under Section 1330 the Real Property Tax Law, a county legislative body is permitted to declare a relevy date as a reasonable application of the intent of the law [7 Op. Counsel SBEA No. 99]; now, therefore, be it

RESOLVED, that the Schoharie County Board of Supervisors authorizes the relevy date for unpaid and returned 2011-2012 school taxes to be set as December 1, 2011, and the final date for the County Treasurer to accept payment of school taxes to be November 30, 2011.

Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

RESOLUTION NO. 92

TITLE: DENIAL OF GML SECTION 207-c BENEFITS TO SHERIFF'S DEPUTY

OFFERED BY: Larry Bradt, Who moved its adoption.

SECONDED BY: Donald Brandow, Member Rules & Legislation Committee

RESOLVED, to deny the application dated November 9, 2011 of a Sheriff's Deputy for General Municipal Law, Section 207-c benefits on the grounds that the injury/illness was not suffered in the performance of duties.

Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

RESOLUTION NO. 93

TITLE: DENIAL OF GML SECTION 207-c BENEFITS TO CORRECTIONS OFFICER

OFFERED BY: Larry Bradt, Who moved its adoption.

SECONDED BY: Donald Brandow, Member Rules & Legislation Committee

RESOLVED, to deny the application dated October 6, 2011 of a Corrections Officer for General Municipal Law, Section 207-c benefits on the grounds that the injury/illness was not suffered in the performance of duties.

Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

RESOLUTION NO. 94

TITLE: APPROVING SECOND SEMI-ANNUAL MORTGAGE TAX REPORT OF 2011

OFFERED BY: Daniel Singletary, Who moved its adoption.

SECONDED BY: Donald Brandow, Chairman Rules & Legislation Committee

WHEREAS, the County Clerk and the County Treasurer have filed the second semi-annual mortgage tax report with the Clerk of this Board, as required by Section 261 of the Tax Law, and

WHEREAS, the Finance Committee of this Board has submitted the following report apportioning to the towns and villages within the county their share of such moneys, as follows:

TOWN TAX APPORTIONED	TOTAL TAX ALLOCATED TO TOWN	TAX APPORTIONED TO TOWN	TO VILLAGE
BLenheim	\$3,013.22	\$3,013.22	
BROOME	3,837.41	3,837.41	
CARLISLE	12,804.22	12,804.22	
COBLESKILL-VILL	58,860.24	37,438.84	21,421.40
CONESVILLE	3,740.39	3,740.39	
ESPERANCE-VILL	9,702.32	8,934.95	767.37

FULTON	9,246.58	9,246.58	
GILBOA	8,779.05	8,779.05	
JEFFERSON	10,125.05	10,125.05	
MIDDLEBURGH-VILL	15,280.70	12,186.02	3,094.68
RICHMONDVILLE-VILL	10,465.23	9,299.06	1,166.17
SCHOHARIE-VILL	15,864.31	12,834.52	3,029.79
SEWARD	10,327.09	10,327.09	
SHARON-VILL	9,362.48	6,773.23	2,589.25
SUMMIT	4,706.29	4,706.29	
WRIGHT	12,370.72	12,370.72	
	<hr/> \$198,485.30	<hr/> \$166,416.64	<hr/> \$32,068.66

RESOLVED, that the above report be and it hereby is approved, and pursuant to Section 261 of the Tax Law, that the warrant of this Board be and is hereby issued for the payment to the respective tax districts of the amounts credited, and that the County Treasurer be and he is hereby directed to pay the respective tax districts the amounts so credited.

Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

Motion #391 by Mr. Barbic to bring Resolution 95 to the floor. Seconded by Mr. VanWormer.
Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

RESOLUTION NO. 95

TITLE: ACCEPTANCE OF COMMUNITY DEVELOPMENT BLOCK
GRANT FROM THE OFFICE OF COMMUNITY RENEWAL
[FORMERLY SMALL CITIES] AND AUTHORIZING
CHAIRMAN OF BOARD OF SUPERVISORS TO ACT

OFFERED BY: Tom Murray, Who moved its adoption.

SECONDED BY: Donald Brandow, Member Rules & Legislation Committee

WHEREAS, the Schoharie County Planning and Development Agency [Agency] has applied for a \$750,000.00 Community Development Block Grant [CDBG] for Howe Caverns, Inc. of Howes Cave, New York; and

WHEREAS, the NYS Office of Community Renewal has notified Schoharie County that said grant application was approved in the amount of \$750,000.00; now therefore be it

RESOLVED, that the County hereby accepts the grant from NYS Office of Community Renewal under the Economic Development Grant Program in the amount of \$750,000.00, and further be it

RESOLVED, that the Chairman of the Board of Supervisors is authorized to act on behalf of the Board of Supervisors in all matters relating to the grant; and further be it

RESOLVED, that the Town Supervisor from Cobleskill, the Town Supervisor from Sharon, and the Director of Planning are hereby authorized to sign for requests of releases of funds under the program.

Mr. Skowfoe – Is there any more grant funding for the sewer and water project?

Ms. Terry – National Grid is providing \$150,000 toward Engineering. We received information from EDA. We are getting our request cleared up. Other funding groups are looking at the project. Applications have been made to several other entities.

Voice vote on Resolution 95: carried. Excused: Mr. Mann and Mr. Richards.

Motion #392 by Mr. Barbic to bring Resolution 96 to the floor. Seconded by Mr. Murray. Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

RESOLUTION NO. 96

TITLE: ACCEPTANCE OF COMMUNITY DEVELOPMENT BLOCK
GRANT FROM THE OFFICE OF COMMUNITY RENEWAL
[FORMERLY SMALL CITIES] AND AUTHORIZING
CHAIRMAN OF BOARD OF SUPERVISORS TO ACT

OFFERED BY: Tom Murray, Who moved its adoption.

SECONDED BY: Donald Brandow, Member Rules & Legislation Committee

WHEREAS, the Schoharie County Planning and Development Agency [Agency] has applied for a \$150,000.00 Community Development Block Grant [CDBG] on behalf of the Town of Sharon for AMT, Inc. of Sharon, New York; and

WHEREAS, the NYS Office of Community Renewal has notified Schoharie County that said grant application was approved in the amount of \$150,000.00; now therefore be it

RESOLVED, that the County hereby accepts the grant from NYS Office of Community Renewal under the Economic Development Grant Program in the amount of \$150,000.00, and further be it

RESOLVED, that the Chairman of the Board of Supervisors is authorized to act on behalf of the Board of Supervisors in all matters relating to the grant; and further be it

RESOLVED, that the Town Supervisor from Sharon, the Town Supervisor from Cobleskill, and the Director of Planning are hereby authorized to sign for requests of releases of funds under the program.

Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

Ms. Terry – The Program Planning office is working on the ESF #14 Long-term Community Recovery plan. It will take 10-14 weeks to accomplish.

Ms. Terry shared a handout with the Board of Supervisors (see attached)

Ms. Terry – It helps with recovery for housing, economic development and infrastructure and it helps with technical assistance, but provides no direct cash to the county.

Motion #393 by Mr. Singletary and seconded by Mr. Murray to approve minutes from August 19, 2011. Voice vote: carried. Excused: Mr. Mann and Mr. Richards.

Mr. Lape – Maranatha is breaking ground in Richmondville.

Mr. Vroman – Would like all department heads to get information to me by Tuesday on where their employees stand with vacation time.

Motion #394 to adjourn made by Mr. Shrederis. Seconded by Mr. Brandow. Voice vote: carried. Excused: Mr. Mann and Mr. Richards. Meeting adjourned at 2:40 P.M.

Section

7

Potential Layoffs & Layoffs

Number of Positions	Title	Department	Status (FT to PT or Layoff)
1	El Service Coordinator	Health	Layoff as of 12/3/11
1	Public Health Educator II	Health	Layoff as of 12/3/11
1	Public Health Preparedness	Health	Layoff as of 12/3/11
1	Assistant Maintenance Mechanic	B&G/Public Works	Layoff as of 12/16/11
1	Bridge & Building Supervisor	B&G/Public Works	Layoff as of 12/16/11
1	Cleaner	B&G/Public Works	Layoff as of 12/16/11
1	DMV Clerk	County Clerk	Layoff as of 12/16/11
1	Index Mailroom Clerk	County Clerk	Layoff as of 12/16/11
1	Economic Development Assist.	Economic Development	Layoff as of 12/16/11
1	Advanced EMT	EMS	Layoff as of 12/16/11
1	Deputy Coordinator of EMS	EMS	Layoff as of 12/16/11
1	Mental Health Systems Coord. II	Mental Health	Layoff as of 12/16/11
1	Office & Keyboard Wkr.	Mental Health	Layoff as of 12/16/11
1	Program Coordinator	Mental Health	Layoff as of 12/16/11
1	Vocational Rehabilitation Counselor	Mental Health	Layoff as of 12/16/11
1	Aging Service Specialist	OFA	Layoff as of 12/16/11
1	Museum Curator & Collections Mgr.	Old Stone Fort	Layoff as of 12/16/11
1	Ag. Marketing Specialist	Planning	Layoff as of 12/16/11
1	Planner	Planning	Layoff as of 12/16/11
1	Planner Assistant	Planning	Layoff as of 12/16/11
1	Deputy Comm. Admin. (PT)	Public Works	Layoff as of 12/16/11
2	Laborer	Public Works	Layoff as of 12/16/11
1	Tax Map Technician	Real Property	Layoff as of 12/16/11
1	Safety Officer	Safety	Layoff as of 12/16/11
1 + 2 (PT)	Cook	Sheriff/Jail	Layoff as of 12/16/11
1	Cook Manager	Sheriff/Jail	Layoff as of 12/16/11
3	Corporals	Sheriff/Jail	Layoff as of 12/16/11
10 + 3 (PT)	Corrections Officer	Sheriff/Jail	Layoff as of 12/16/11
1	Jail Chaplain	Sheriff/Jail	Layoff as of 12/16/11
5 + 2 (PT)	Deputy Sheriff	Sheriff/Road	Layoff as of 12/16/11
2	Sgt.	Sheriff/Road	Layoff as of 12/16/11

1	Account Clerk Typist	Transportation	Layoff as of 12/16/11
1	Director of Youth Bureau	Youth	Layoff as of 12/16/11
1	Youth Assistant Director/Coordinator	Youth	Layoff as of 12/16/11
1	Youth Bureau Assistant	Youth	Layoff as of 12/16/11
1	Accounting Supervisor B	Health	Layoff as of 10/7/11
1	Dispatcher	911	FT to PT
2	Senior Elections Clerk	Elections	FT to PT
1	Director of Emergency Services	EMS	FT to PT
1	Geographic Data Base Specialist	Real Property	FT to PT
1	Senior Account Clerk Typist	Treasurer's Office	FT to PT
1	Office & Keyboard Wkr.	DSS	CUT - Vacant
1	Sec. to Commissioner	DSS	CUT - Vacant
2	Social Welfare Examiners	DSS	CUT - Vacant
1	Office & Keyboard Wkr.	Emergency Mgt.	CUT - Vacant
1	Program Coordinator	Mental Health/CD	CUT - Vacant
1	Personnel Clerk (PT)	Personnel & Civil Service	CUT - Vacant
1	Hwy. Supervisor	Public Works	CUT - Vacant
1	MEO I	Public Works	CUT - Vacant
1	Civil Clerk	Sheriff/Admin	CUT - Vacant
3	(PT) Youth Summer Positions	Youth	CUT - Vacant

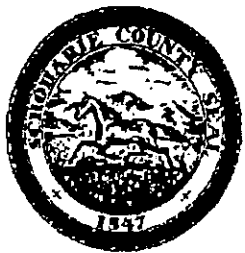
This list includes both Budget Officer cuts and possible Finance Committee Cuts of Union titles only

Section 8

LAYOFF (Bump to below Corrections Officer)

LAYOFF 5

Section 9



STATE OF NEW YORK
SCHOHARIE COUNTY DEPARTMENT OF PERSONNEL & CIVIL SERVICE

Cassandra R. Ethington
Annette Fitzpatrick

Personnel Officer
Senior Personnel Clerk

04/05/2012

NOTICE OF APPLICATION DISAPPROVAL

FOR: Highway Supervisor 70-410
ON: 04/28/2012, 9:00am
FEE RECD: 03/30/2012 \$10.00 Check 5877

Your application to take the examination noted above has been disapproved because you fail to meet the minimum requirements as they are stated in the examination announcement:

YOU DO NOT MEET THE AGE REQUIREMENTS FOR THIS POSITION.

Please consult the announcement for the minimum qualification required for participation in this examination. If you have additional information which you feel would qualify you to take this examination, you have five (5) days to write or call the Schoharie County Department of Personnel at (518) 295-8374.

Sincerely,
Cassandra R. Ethington
Personnel Officer

Section 10

Motion #444 by Mr. Singletary to come out of executive session. Seconded by Mrs. Campbell. Voice vote: carried. Excused: Mr. Barlow and Mr. Mann.

Motion #445 by Mr. Goblet to authorize the Service Agreement with HCR beginning 12/6/10 and to have the Vice Chairman Martin Shrederis sign. Seconded by Mr. Singletary. Roll call vote: Yes 2573. No – 127 Mr. Skowfoe. Excused: 274, Mr. Barlow and Mr. Mann. Carried.

Motion #446 by Mr. Goblet to officially task Mrs. Ethington to finish the transfer of the CHHA to HCR and to receive \$150 per week beginning 11/22/10 – 7/2011. Seconded by Mr. Barbic

Motion #447 to amend by Mr. Murray – change motion #446 to \$3500 stipend through 12/31/10 and re-address in January 2011. Seconded by Mrs. Campbell. Roll call vote: Yes, 2160. No: 540, Mr. Barbic, Mr. Bradt, Mr. Brandow and Mr. Skowfoe. Excused: 274 Mr. Barlow and Mr. Mann. Carried.

Motion as amended: roll call vote: Yes, 1976. No – 724, Mr. Barbic, Mr. Bradt, Mr. Brandow, Mrs. Manko and Mr. Skowfoe. Excused: 274 – Mr. Barlow and Mr. Mann. Carried.

Mr. Barbic – we just went through the budget. The person was willing. Now you have added to the budget.

Motion #448 by Mr. Goblet to grant CDP authorization to make moves needed for HCR for 7 – 10 weeks while working out of the Health Department. HCR will be here as of 12/6/10. Seconded by Mr. Shrederis.

Mr. Skowfoe – costs?

Mrs. Ethington – no wiring, just seats.

Voice vote: carried. Excused: Mr. Barlow and Mr. Mann.

Motion #449 by Mr. Goblet to have the nurses go through an exit interview on 12/3 and to return all county property. Seconded by Mr. Shrederis. Voice vote: carried. No – Mr. Skowfoe. Excused: Mr. Barlow and Mr. Mann.

Motion #450 by Mr. Goblet to decrease Kathy Slater to the original 20 hour per week as of 12/6/10. Last day of work 12/21/10. Seconded by Mr. Shrederis.

Mr. VanGlad – number of hours?

Mr. Goblet – twenty.

Voice vote: carried. Excused: Mr. Barlow and Mr. Mann.